EXHIBIT 3

Todd Lesser - President of North County Communications Corporation

Education: Political Science and Sociology major - Claremont Colleges
Telecommunications Experience: Worked in the telecommunications industry since 1985.
Under my leadership, North County Communications is a FCC Licensed long distance carrier that has originating switch based service in over 20 cities in the U.S.
These markets include: San Diego, Los Angeles, Salinas, Sacramento, San Jose, San Francisco, Phoenix, Tucson, Salt Lake City, Reno, Las Vegas, Chicago, Gary Indiana, Indianapolis, Cleveland, Cincinnati, New York City, Newark, Northern New Jersey, and Philadelphia.

I am qualified to install and maintain Excel, Northern Telecom and AT&T switches.

Jim Gottlieb - Technical Operations Manager

Education: Political Science Major - Claremont Colleges
Telecommunications Experience: Prior to working for North County Communications, Jim worked for a telecommunications interconnect company for over seven years.
He has installed Excel, Northern Telecom, and AT&T switches.
In addition, Jim is qualified to maintain Sun Microsystems Unix networks and servers.

Bill Cerny- Head of Network Installations

Education: Computer Science Major - University of Texas

Lt. Colonel in the US Navy Reserves.

He has installed and maintained Excel, Northern Telecom, DSC and AT&T switches.
In addition, Bill is qualified to maintain Sun Microsystems Unix networks and servers.

Larry G. Campbell

Current Position	Director, Facilities Planning and Implementation

Responsibilities included the facilities management of over 60 nationwide network sites. Was responsible for the engineering and buildout of switch room and data processing facility environments.

Dispatch and supervise the work of a 6 person installation crew. Provide on-site training for personnel. Managed personnel and payroll issues; approved expense reports.

Specify and provide oversight for the installation of facility electrical systems for both AC distribution and DC battery plants. Specify and coordinate with vendors the installation and testing of UPS and generator backup systems.

Specify and coordinate with vendors the installation and maintenance of adequate air conditioning and air handling systems.

Specify and coordinate with vendors the installation, testing and maintenance of smoke detection and fire suppression systems.

Specify and coordinate with vendors the installation and maintenance of access control and alarm systems as well as lock and key management

Coordinate the interaction of various vendor systems to insure for the safe and orderly shutdown of electrical equipment in the event of fire/smoke detection.

Extensive experience in the engineering of cable and fiber distribution systems as well as equipment rack design, layout and installation. Provide rack assignments for installation staff.

December 1995 to March, 1999	Manager, Field Installation and Service Primenet Phoenix, AZ

Dispatched and supervised the work of a 6 person installation crew. Went on-site with department staff and acted as a "working manager" Provided on-site training for personnel. Provided rack assignment for new equipment installations. Managed personnel and payroll issues; approved expense reports.

Responsibilities included the facilities management of over 60 nationwide network sites. Was responsible for the buildout of computer room/data processing facility environments. Provided input to Engineering staff on system design.

Installed and tested electrical systems for both AC distribution systems, DC battery plants and UPS/generator backup systems.

Coordinated with vendors the installation and maintenance of adequate air conditioning and air handling systems.

Coordinated with vendors the installation, testing and maintenance of smoke detection and fire suppression systems.

Specified and coordinated with vendors the installation and maintenance of access control and alarm systems as well as lock and key management.

Designed and installed cable and fiber distribution systems.

Mack Johnson

Current Position	Director, Telecommunications Engineering

Responsibilities included the specification, design and engineering of voice and data telecommunications system. Perform traffic and cost analysis and perform growth projections for telecommunications facilities and switching/carrier equipment.

Work with ILEC and other carriers to coordinate the timely installation of facilities. Design and engineer switching systems architecture. Verifies compatibility between NCCOM switching systems and those of other carriers.

Works with Facilities Director to insure adequate availability of facilities space and resources as well as the installation of new switching and carrier equipment.

Performs switching system database design and implementation. Maintains database of routing data and prepares information for submission to other carriers databases (LERG entry reporting).

Specify telecommunications equipment including carrier equipment, channel banks, multiplexors and switch modules.

December 1995 to November 1998	Manager, Call Center Engineering Frontier GlobalCenter Phoenix, AZ

Designed, specified and oversaw the installation of Call Center hardware and software of a high volume inbound call center.

Performed traffic studies to insure adequate facilities for the completion of calls; ordered increases in capacity as needed. Configured call management system for optimum call routing.

Specified carrier system hardware to include ACD equipment, channel banks, CSU/DSU equipment and optical multiplexors.

Specified the operating parameters of IVR software system, reviewed and approved coding prior to systems going production.

Assured the interoperability of software, hardware and database systems prior to purchase. Integrated IVR platforms

November 1992 to December 1995	Telecommunications Engineer National Tel-Tec Phoenix, AZ

Responsible for the maintenance of an Automatic Call Distributor and supporting IVR and database systems.

Performed maintenance and installation of all telecommunication facilities attached to the call processing systems including Loop Start, Ground Start and T-1 trunks. Configured system for proper routing based on DNIS/ANI information provided by carrier at time of call presentation.

Performed troubleshoot to resolve system problems. Turned circuits out to vendors for repair.

Performed station programming and maintained database of system features and routing information. Assigned numbers for new stations and set up call redirect features in order to route calls to proper departments.

John Moore

Current Position	Director, Information Systems

Responsibilities included the specification, design and engineering of external switch applications for the monitoring of traffic volume and call rating/billing and collections.

Develop systems which collect switch CAMA output for database storage. Perform traffic and cost analysis and perform growth projections for telecommunications facilities.

August 1998 to January 1996	Manager, Software Development Primenet Phoenix, AZ

Designed and implemented network management applications and telecom protocols/applications. Designed functions including all phases of the software development cycle: requirements, design, implementation, testing, and documentation. Facilitated design and code reviews; delegated tasks, assisted in scheduling and projections.

Experience in the telecom industry developing network management applications includes voice response applications, real-time SS7 applications and computer-telephony applications.

January 1996 to August 1993	Telecommunications Engineer National Tel-Tec Phoenix, AZ

Responsible for ensuring the availability of the production telephony system. Performed monitoring and troubleshooting of local and wide area networks. Provided support to the Engineering staff in defining and implementing the systems upgrades and changes.

Performed traffic data collection and monitoring of call volume. Performed the installation of capital equipment and software systems additions. Managed relationships with external technology vendors.

Diagnosed the cause of network circuit disruptions and turns troubles over to the appropriate vendor or technician for repairs and monitors the progress of repair actions using a trouble ticket system.